

From: aaron@urbanplaceconsulting.com  
Subject: Fig BID new pay steps as of 11/1/16  
Date: October 12, 2016 at 3:13 PM  
To: Hector.Romero@securitasinc.com



Hi Hector,

I think Alex told you the good news about the Fig board approving a pay rate increase to \$13 starting effective 11/1/16. Essentially all steps(including Alex) get raised \$1 and SLO position steps go to \$1.50 to make sure each step is \$1 ahead of the equivalent ambassador step. There is also a good chance that we'll have another wage increase next July to start at \$14/hour.

See attached for the new steps, pay rates, and bill rates for each.

On a health care note, do you have any word yet on any potential increases to our Kaiser Plan for 2017?

Thanks,  
Aaron

Aaron Aulenta  
Urban Place Consulting Group  
[aaron@urbanplaceconsulting.com](mailto:aaron@urbanplaceconsulting.com)



safety rates as of  
11.16.xlsx

<b>Fig BID Pay Rates</b>		
<b>Ambassador</b>	<b>Pay Rates as of 11/16</b>	<b>Bill Rates as of 11/16</b>
Starting	\$13.00	[REDACTED]
6 months	\$13.50	[REDACTED]
1 Year	\$14.00	[REDACTED]
2 Year	\$14.50	[REDACTED]
<b>Dispatch Rates</b>	<b>Pay Rates as of 11/16</b>	<b>Bill Rates as of 11/16</b>
Starting	\$13.25	[REDACTED]
6 months	\$13.75	[REDACTED]
1 Year	\$14.25	[REDACTED]
2 Year	\$14.75	[REDACTED]
<b>Senior Lead Officer</b>	<b>Pay Rates as of 11/16</b>	<b>Bill Rates as of 11/16</b>
Starting	\$14.00	[REDACTED]
6 months	\$14.50	[REDACTED]
1 Year	\$15.00	[REDACTED]
2 Year	\$15.50	[REDACTED]
<b>Captain</b>	<b>Pay Rates as of 11/16</b>	<b>Bill Rates as of 11/16</b>
	\$27.75	[REDACTED]